GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA

UNSTARRED QUESTION NO:3161
ANSWERED ON:27.07.2009
WAGE PARITY
Kodikunnil Shri Suresh

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether there is difference between daily wages provided to men and women in the rural areas;

(b) if so, the difference between the wages and the reasons therefor; and

(c) the efforts being made to ensure that women also get daily wages equal to men?

Answer

MINISTER OF STATE FOR LABOUR AND EMPLOYMENT (SHRI HARISH RAWAT)

(a) & (b): Yes, Madam. According to the National Sample Survey Organization (NSSO) data for 2004-05 the average difference of wages paid to men and women in the rural areas is Rs.59.40. This disparity in wages could be attributed to existing social norms and practices as well as inadequate accounting of the overall work output of women in rural areas.

(c):The Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for the same work or work of similar nature without any discrimination.

This Act is implemented by the respective State Governments for the areas under their jurisdiction. For the areas under the Central Government, the Act is implemented by the office of Chief Labour Commissioner (Central). Central Government is regularly monitoring the implementation of the Act and instructions are issued from time to time for effective enforcement of the provisions of the Act.